

**CITY OF CORVALLIS  
BENEFIT SUMMARY – AFSCME EMPLOYEES**

**INSURANCE**

Medical/Vision/Dental	<p>Coverage is effective the first of the month following 30 days of employment.</p> <ul style="list-style-type: none"> <li>• Coverage for employee is available, with the City currently paying 100% of the premium. Employee pays 7% of difference between 2-party or family and single.</li> <li>• For employees working <math>\frac{3}{4}</math> time or greater, coverage is available for eligible dependents. City pays 100% of single; Employee pays 7% of difference between 2-party and single. Employee pays 100% of difference between 2-party and family coverage.</li> <li>• For employees working less than <math>\frac{3}{4}</math> time, employee pays full premium amount for eligible dependents.</li> </ul>
Life/Accidental Death & Dismemberment	Employees are provided a policy in the amount of one times annual salary, rounded to the next highest \$1,000. The City fully pays the premium.
Long Term Disability	If an employee is unable to work due to injury or illness, this benefit pays 60% of the employee's salary, after satisfying a 90-day waiting period. The City fully pays the premium.
Supplemental Insurance (Employee Paid)	<p>There are optional insurance plans in which the employee can enroll at his/her expense.</p> <ul style="list-style-type: none"> <li>• Additional life insurance for employee, spouse, and/or eligible dependents.</li> <li>• Additional AD&amp;D insurance for employee or family.</li> <li>• Long Term Care for employee, spouse, and/or other eligible family members aged 18-80.</li> </ul>
Domestic Partner	The City of Corvallis provides insurance benefits to an employee's opposite or same-gender domestic partner.

**RETIREMENT**

PERS / OPSRP / IAP	The City participates in the Public Employee Retirement System (PERS), the Oregon Public Employee Retirement System (OPSRP), and the Individual Account Program (IAP). New employees, who are not already PERS or OPSRP members, become OPSRP members after six full months of employment. The City contributes 6% of monthly wages to the IAP on behalf of the employee.
Deferred Compensation	Employees are eligible to make pre-tax contributions to a 457 deferred compensation plan. There is no City contribution.

**LEAVE BENEFITS**

Sick Leave	Employees accrue 8 hours of sick leave (pro-rated for part-time) each pay period month, up to a maximum of 872 hours.																					
Vacation	<div>Following 6 months of service, employees are eligible to use accumulated vacation hours. Vacation accruals per pay period month are as follows (pro-rated for part-time):</div> <table><tr><th>Months of Service</th><th>Monthly Accrual Rate</th><th>Annual Accrual Rate</th></tr><tr><td>1-30 months (0-2.5 years)</td><td>8 hours</td><td>96 hours (12 days)</td></tr><tr><td>31-60 months (2.5-5 years)</td><td>9 hours</td><td>108 hours (13.5 days)</td></tr><tr><td>61-120 months (5-10 years)</td><td>10 hours</td><td>120 hours (15 days)</td></tr><tr><td>121-180 months (10-15 years)</td><td>12 hours</td><td>144 hours (18 days)</td></tr><tr><td>181-240 months (15-20 years)</td><td>14 hours</td><td>168 hours (21 days)</td></tr><tr><td>241+ months (20+ years)</td><td>16 hours</td><td>192 hours (24 days)</td></tr></table> <div>Maximum vacation accrual is 472 hours.</div>	Months of Service	Monthly Accrual Rate	Annual Accrual Rate	1-30 months (0-2.5 years)	8 hours	96 hours (12 days)	31-60 months (2.5-5 years)	9 hours	108 hours (13.5 days)	61-120 months (5-10 years)	10 hours	120 hours (15 days)	121-180 months (10-15 years)	12 hours	144 hours (18 days)	181-240 months (15-20 years)	14 hours	168 hours (21 days)	241+ months (20+ years)	16 hours	192 hours (24 days)
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Bereavement Leave	The City grants up to 4 days leave with pay in the event of a death in the employee’s immediate family. This leave can be supplemented by use of vacation or compensatory time.																					
Floating Holiday	Employees are credited 12 hours (pro-rated for part-time) of floating holiday upon hire and each June 16 <sup>th</sup> thereafter. Floating holiday hours must be used by June 15 <sup>th</sup> of the following year. Unused balances will be forfeited by the employee.																					

LEAVE BENEFITS CONTINUED	
Holidays	<p>Employees receive ten paid holidays per calendar year as follows:</p> <ul style="list-style-type: none"> <li>• New Year's Day (January 1<sup>st</sup>)</li> <li>• Martin Luther King Day (3<sup>rd</sup> Monday in January)</li> <li>• President's Day (3<sup>rd</sup> Monday in February)</li> <li>• Memorial Day (Last Monday in May)</li> <li>• Independence Day (July 4<sup>th</sup>)</li> <li>• Labor Day (1<sup>st</sup> Monday in September)</li> <li>• Veteran's Day (November 11<sup>th</sup>)</li> <li>• Thanksgiving Day (4<sup>th</sup> Thursday in November)</li> <li>• Day after Thanksgiving</li> <li>• Christmas Day (December 25<sup>th</sup>)</li> </ul>
OTHER BENEFITS	
Flexible Spending Account (FSA)	Employees are eligible to participate in a pre-tax deferral plan for medical and dependent care expenses. Funds deferred during the calendar year but not claimed by the end of the annual run-out period are forfeited by the employee. (Not eligible if employee has an HSA.)
Health Reimbursement Arrangement (HRA)	Employees enrolled in the High Deductible Health Plan (HDHP) receive an annual contribution from the City to one of these accounts. These funds can be used to reimburse the employee's out-of-pocket health care expenses. The City's contribution is \$1500 for single coverage and \$3000 for two-party or family coverage.
Health Savings Account (HSA)	
Retirement Health Savings Plan (RHSP)	Upon the employee's qualification to receive the Wellness Incentive, the City will make a contribution to the employee's RHSP. Vested funds in the RHSP can be used by the employee upon termination of employment to pay for out-of-pocket health expenses and insurance premiums.
Wellness Incentive	The City will contribute up to 1% of salary to an employee's RHSP account, if the employee completes an annual health risk assessment (0.4%), obtains an approved health screening (0.3%), and pledges to participate at least quarterly in approved wellness program activities (0.3%).
Employee Assistance Program (EAP)	Employees and family members are eligible for up to 4 face-to-face confidential counseling sessions per issue per year. Additional EAP services include 24-hour crisis help, legal services, financial services, identity theft recovery services, and access to life-balance website.
Education Tuition Reimbursement	Upon approval of the Department Director, employees may be reimbursed 50% of tuition costs for job-related courses taken on the employee's own initiative. For courses taken at the request of the City, the City will pay the full cost of tuition and books.
Savings Bonds	Employees are eligible to purchase savings bonds through payroll deduction.
College Savings Plan (529)	Employees are eligible to contribute to the Oregon College Savings Plan through payroll deduction.
Credit Union	Employees are eligible to become a member of Oregon State or Central Willamette Credit Unions.
Employer Transportation Program	Employees using alternative transportation (i.e. carpool, vanpool, transit, bicycling, walking) to get to work are eligible for a taxi ride home when there is an unforeseeable emergency.
Public Service <i>Loan Forgiveness</i> (PSLF) Program	<p>Public Service <i>Loan Forgiveness</i> (PSLF) is a federal program which forgives the remaining balance on your Direct Loans after you have made 120 qualifying monthly payments under a qualifying repayment plan while working full-time for a qualifying employer.</p> <p><a href="https://studentaid.ed.gov/sa/repay-loans/forgiveness-cancellation/public-service">https://studentaid.ed.gov/sa/repay-loans/forgiveness-cancellation/public-service</a></p>

Note: All AFSCME employee benefits and contributions listed on this summary are subject to change. (Updated July 1, 2015)